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#ÿÿ####ÿÿ####Uÿ·#ÿÿd#####Z#####I###Women are now 13 percent of the force
More jobs and positions open to womenCombat AviationCombatant Vessels90 percent
of career fields, 80 percent of jobsMore women in leadership positionsNomination
of Gen Mutter, Adm Tracey to 3 star rankField Grade OfficersSenior NCOsGender
relationships continue to be of concern #

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###Program Initiatives - Task Force

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accountabilityClarify policyImprove trainingEnsure prompt, thorough and fair
complaints handlingRecognize Service distinctiveness#

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Ûÿÿ####ÿÿ####ÿÿ·ÿÿd#####Z#####5###Review Results of DoD's 1995 Sexual Harassment Survey#

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Army, Navy, Marine Corps, Air Force, Coast Guard90,000 in sampleWhen Did We
Survey?Fielded February - September 1995Provides snapshot of respondents' views
and experiences in 1994, early 1995

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A) - 1988/1995 comparisonsNew Survey (Form B) - Expanded behavior list, context,
and contentResearch Survey (Form C)How Many Responded? About 47,200.Form A -
46%Form B - 58%Form C - 56%

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perceptions to inform policy and program formulation/improve trainingFocus on:
Unwanted/Uninvited Gender Related or Sexual AttentionHow often?Where?Who?Do
respondents think sexual harassment is declining?Reporting and Complaints
ProcessingDo respondents report the incidents?Is reprisal occurring?Leadership
and TrainingWhat are respondents' perceptions of leadership?How much training is
occurring? Is it effective?u

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results show female reports of unwanted behaviors have declined significantlyIn
1988, 64% percent of female respondents reported experiencing unwanted behaviors
In 1995, 55% of female respondents reported such experiencesNew Survey (Form B)
Respondents were asked how often sexual harassment occurs now, compared to a few
years ago60% of female respondents and 76% of men with 6-to-10 years military
experience said it is declining

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÷ðûÃÿÿ#####Tÿÿd#####Z#####78% of Female Respondents
Experienced One or More Unwanted Behaviors32% of those said they did not
consider the behaviors to be sexual harassmentNEW BASELINE: 52% of female
respondents experienced behaviors they considered to be sexual harassment e

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Unwanted Behavior:88% of female respondents said it occurred on base, 74% said
at work, and 77% said during duty hours44% of female respondents said military
co-workers were perpetrators, 43% said military of higher rank/gradeReporting of
incidents has increased - up from 8% of female respondents in 1988 to 40% in
1995Of those female respondents who reported an incident, 83% said it would not
affect their military career

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Respondents:Over 80% of respondents reported being trained and about 60% said
training was moderately or very effectiveAlmost 90% of respondents indicated
they know how to report sexual harassmentOver 60% said leaders were making
honest and reasonable efforts to stop sexual harassmentto

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Is Less Prevalent People Understand The Rules People Understand How to Report, And
Most Are Not Reluctant To Report There Is Confidence That Leaders Will Deal With
It BUT: Sexual Harassment Is Occurring It May Be Occurring In Your Organization, On
Your Watch There Is A Perception That It Isn't Being Taken Seriously Enough

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 ###Follow-Ups

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WidelyMonitor Implementation of Task Force ReportLeadership CommitmentTraining
Complaints HandlingReprisalRedo Survey In 2 Years

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